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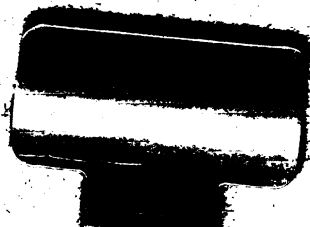
Eighteenth Biennial Report

Colorado
Bureau of Labor Statistics
1921-1922

CARL S. MILLIKEN
Secretary of State; Labor Commissioner ex-officio

CARL DE LOCHTE
Deputy State Labor Commissioner
and
Chief Factory Inspector





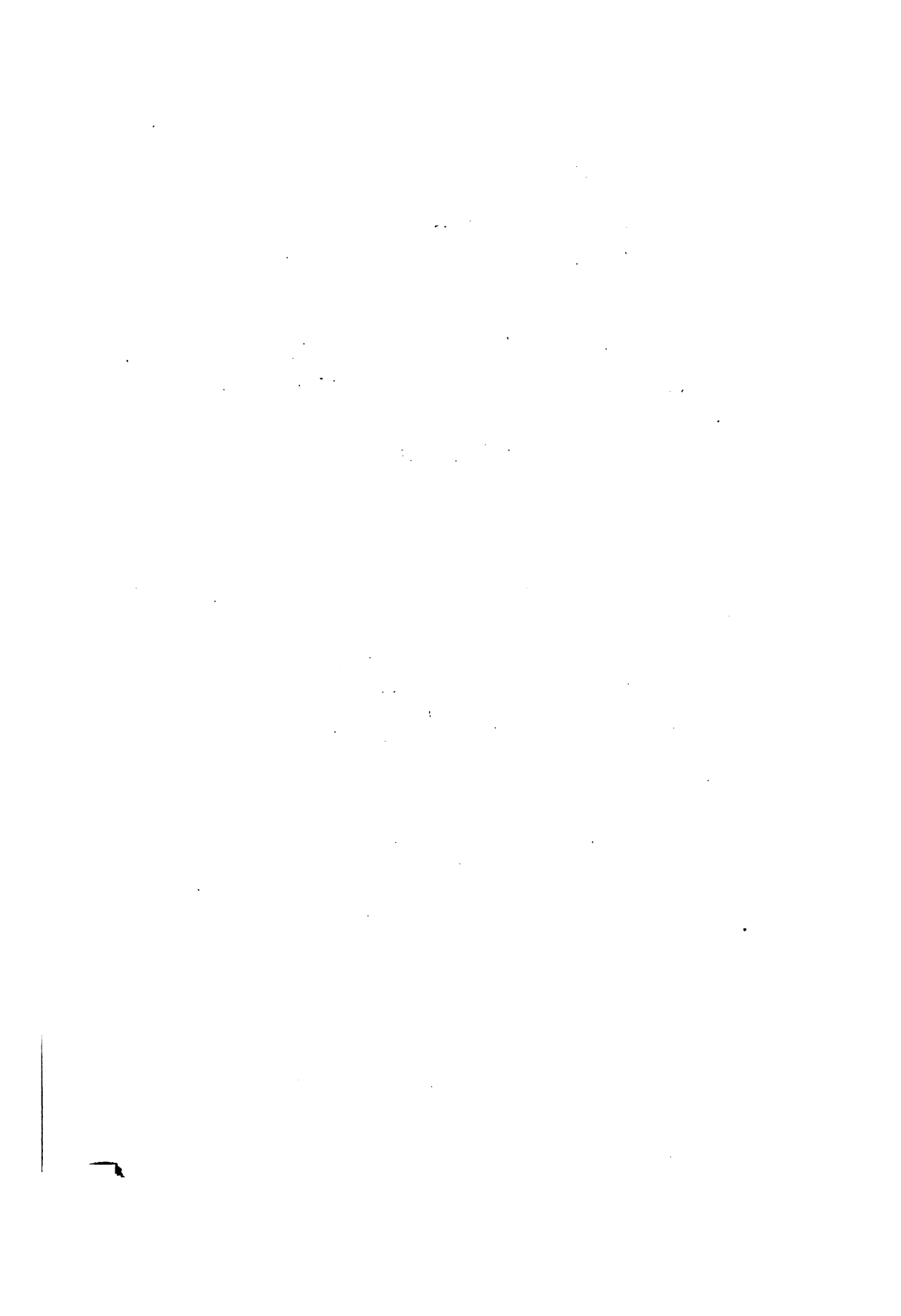
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LETTER OF TRANSMITTAL

To His Excellency, Oliver H. Shoup, Governor; Hon. Carl S. Milliken, Secretary of State and Labor Commissioner Ex-Officio, and Members of the Twenty-Fourth General Assembly:

In accordance with law we herewith submit the Biennial Report of the State Labor Department, officially known as the Bureau of Labor Statistics, for the 1921-1922 term, comprising, as it does, the Eighteenth report since the organization of the Labor Bureau.

It is a brief resume of the important work of the Bureau embracing Factory Inspection, Free Employment Agencies, Wage Claim branch, Private Employment offices, wages, cost of living, and so on. Also a recital of the various activities in the way of labor law enforcement.

It has been our constant aim to make the Department of actual service to those in whose behalf and for whose benefit the office was created. To this end we have been ever watchful in the enforcement of the statutes now on the books which seek to protect the workers. Many of these laws are found to be "dangling" laws—that is to say, they are laws which no particular State official is distinctly instructed to enforce. This is a fault altogether too common in Colorado. It would greatly help the administration of affairs if the Labor Commissioner could by law be instructed definitely to enforce all the Colorado labor laws, stating at the same time what laws are actually to be known as such.

It is our hope that the forthcoming session of the legislature will broaden the scope and strengthen the humanitarian laws now on our books. The Woman's Eight Hour law, the statute making it a criminal offense to swindle the laborer out of his wages, the child labor law, and others coming within the purview of this Department, should certainly be amended in such manner as to make them of more benefit to the men, women and children of Colorado.

We desire at this time and in this manner to extend our thanks and appreciation to Secretary of State Milliken for his valuable advice and assistance in the discharge of our duties. In fact, we appreciate fully the friendly help received from all departments of the State government. Our relations with them have been of the most harmonious nature, and it has been a pleasure indeed to co-operate with them in every way possible.

Respectfully submitted,

CARL DE LOCHTE,
Deputy State Labor Commissioner and Chief Factory Inspector.

Eighteenth Biennial Report
OF THE
BUREAU OF LABOR STATISTICS
STATE OF COLORADO

1921-1922



PERSONNEL OF THE DEPARTMENT

BUREAU OF STATISTICS

CARL S. MILLIKEN
Secretary of State, Commissioner *Ex-Officio*

CARL DE LOCHTE
Deputy Labor Commissioner and Chief Factory Inspector

OTTO F. THUM
Statistician

HAZEL CARTER
Stenographer

WAGE CLAIM BUREAU

MARY E. NICKELS
Clerk

FACTORY INSPECTION DEPARTMENT

J. M. McLANE
Deputy Factory Inspector

GEORGE CLARK
Deputy Factory Inspector

GEORGE L. SEITS
Deputy Factory Inspector

MAE R. FOX
Deputy Factory Inspector

MORRIS PACKMAN
Clerk

LENORE TRUITT
Stenographer

FREE EMPLOYMENT OFFICE DEPARTMENT

FRANK C. COX
Superintendent Office No. 1, Denver

MRS. JANE SPIKESMAN
Assistant Superintendent Office No. 1, Denver

J. L. HENNESSY
Superintendent Office No. 2, Denver

MARGARET TIERNLY
Assistant Superintendent Office No. 2, Denver

E. W. WELLS
Superintendent Pueblo Office

MARY WUKSINICH
Assistant Superintendent Pueblo Office

JOHN D. CHARLTON
Superintendent Colorado Springs Office

MARY O. MONTGOMERY
Assistant Superintendent Colorado Springs Office

PRIVATE EMPLOYMENT OFFICES

FRANK MANCINI
Supervisor

APPROPRIATIONS AND EXPENDITURES

The cost of maintaining the Bureau of Labor Statistics, together with the various Departments under the supervision of the Labor Commissioner, for 1921-1922, was as follows:

BUREAU OF LABOR AND STATISTICS

	1921	1922	Total
Labor Commissioner, salary.....	\$2,500.00	\$2,500.00	\$5,000.00
Statistician, salary	1,500.00	1,500.00	3,000.00
Stenographer and statistic clerk, salary.....	1,200.00	1,200.00	2,400.00
Labor Commissioner, traveling expense appropriation, two years.....	750.00	750.00	1,500.00
Expended for traveling expense, two years.....			1,428.92
Unexpended balance			71.08
Incidental expense appropriation, two years.....		1,000.00	
Total expended for incidental expense for the Bureau of Labor Statistics for the biennial period of two years			1,014.36
Transferred by Auditing Board.....		14.36	

WAGE CLAIM BUREAU

	1921	1922	Total
Clerk, salary	\$1,200.00	\$1,200.00	\$2,400.00
Expended for salary, two years.....			2,400.00

FACTORY INSPECTION

	1921	1922	Total
Four deputy factory inspectors, salary, each.....	\$1,200.00	\$1,200.00	\$9,600.00
One clerk, factory inspection, salary.....	1,200.00	1,200.00	2,400.00
One stenographer and record clerk, salary.....	1,200.00	1,200.00	2,400.00
Four deputy factory inspectors, traveling expense, each.....	600.00	600.00	4,800.00
Expended			4,674.26
Unexpended balance			125.74
Incidental expense, factory inspection appropriation			600.00
Expenses for two years.....		593.37	
Balance		\$ 6.63	

FREE EMPLOYMENT

	1921	1922	Total
Denver Free Employment No. 1 salary, superintendent	\$1,200.00	\$1,200.00	\$2,400.00
Denver Free Employment No. 1 salary, assistant superintendent	1,200.00	1,200.00	2,400.00
Denver Free Employment No. 2 salary, superintendent	1,200.00	1,200.00	2,400.00
Denver Free Employment No. 2 salary, assistant superintendent	1,200.00	1,200.00	2,400.00
Colorado Springs Bureau salary, superintendent	1,200.00	1,200.00	2,400.00
Colorado Springs Bureau, salary assistant superintendent	1,200.00	1,200.00	2,400.00
Pueblo Bureau salary, superintendent.....	1,200.00	1,200.00	2,400.00
Pueblo Bureau salary, assistant superintendent	1,200.00	1,200.00	2,400.00
General incidental expense appropriation.....			7,000.00
Expense for biennial period.....			6,774.14
Balance			\$ 225.86

PRIVATE EMPLOYMENT AGENCIES

On December 1, 1920, the beginning of the fiscal year, there remained a balance in the hands of the State Treasurer to the credit of this fund amounting to.....	\$ 315.67
Since that time collections have been made in the amount of.....	3,077.50
Total	\$3,393.17
Salaries and expenses for the two years.....	\$3,207.45
Amount collected for the same period and balance.....	
Balance in the hands of State Treasurer, credit of year 1923	\$ 185.72

The expenditures in connection with the enforcement of this law consist of salary for a supervisor, whose duties are the collection of licenses and bonds from the agencies, and investigation of irregularities which arise in connection with misunderstandings with those who have paid a fee for a job, and, for some reason, there is dissatisfaction either with the applicant for a place, or the party or firm making application for help. There is also a small expense account allowed.

RECAPITULATION

1921-1922

Total appropriation for the Bureau of Labor Statistics, Wage Claim Bureau, Factory Inspection and Free Employment Departments	\$61,800.00
Total expenditures	60,885.05
Total balances unexpended.....	\$ 414.95
Total appropriation for Bureau of Labor Statistics.....	\$12,900.00
Expended	12,843.28
Balance unexpended	\$ 56.72
Total appropriation for Wage Claim Bureau.....	\$ 2,400.00
Expended	2,400.00
Total appropriation for Factory Inspection.....	\$19,800.00
Expended	19,667.63
Balance unexpended	\$ 132.37
Total appropriation for Free Employment Bureaus.....	\$26,200.00
Expended	25,974.14
Balance expended	\$ 225.86

FACTORY INSPECTION

The enforcement of the provisions of this law has been of great aid in reducing the number of industrial accidents in the State. In a great many respects this law is a good and necessary one, but far from ideal. A serious defect is the lack of standardization of the work of our inspectors with that of private accident insurance carriers, who frequently in their orders for safety and sanitation, differ widely from the State law. Wherever this is a matter of judgment or discretion it would seem that any difference as to particular kind of safety appliances to be installed could be, or should be approved without further dispute.

Another point of faulty wording in our law is that the absolute authority of our inspectors to enforce necessary safety orders is left indefinite and obscure. Briefly, the order of the State Factory Inspector should be the final authority in such matters, and not some employee of the concern, or some agent of an insurance company, no matter how competent these may be. Our inspectors are charged with the enforcement of a State law. A State law should supercede in authority all self-made rules. This is based on the fact that the State Factory Inspectors look at the guards and devices strictly from the point of safety to the workmen operating the various machines. A compensation insurance inspector is interested only in a reduction of the risk and expense to the company represented. The State takes the humanitarian side, while the other is interested in frugality only. This difference, slight as it may appear, cannot be entirely eliminated until a standard safety code is adopted by the State Legislature. As a definite move in the direction of uniformity the State Factory Inspection Department is applying the rules of the National Safety Council, as most nearly covering all matters, and at the same time serve the humanitarian side.

Regarding many phases of our work in the department of Factory Inspection, such as child labor, sanitation, ventilation, fire escapes, and so on, there have been no outstanding features calling for special comment. At the same time the importance of these matters was not lost sight of and the various deputy inspectors have been diligent in enforcing this phase of the inspection law, and have made the usual efforts to maintain a satisfactory standard of conditions.

Bearing in mind our determination to make this report as brief as possible we have omitted all tables showing in detail the two years' work in the Factory Inspection Department. However, as showing the necessity of constant watchfulness on our part in the one item of seeing that machinery is properly guarded against accident, we are submitting the following tabular statement of such orders, as emanated from this office during the two years:

SAFETY AND SANITARY ORDERS

Safety Orders issued in 1921	Safety	Sanitary
Factory	537	323
Flour Mills	57	...
Founderies	7	...
Garages	72	13
Machine Shops	23	6
Packing Plants	4	6
Canning Plants	4	1
Planing Mills	7	3
Hotels and Restaurants	265	729
Miscellaneous	23	4
Total, 1921	999	1,085
Safety Orders issued in 1922	Safety	Sanitary
Factory	457	379
Flour Mills	27	...
Founderies	28	...
Garages	118	7
Machine Shops	17	4
Packing Plants	6	1
Planing Mills	40	...
Hotels and Restaurants	367	811
Miscellaneous	6	...
Total, 1922	1,066	1,204
Recapitulation:		
1921—Safety	999	
Sanitary	1,085	
		2,084
1922—Safety	1,066	
Sanitary	1,204	
		2,270
Grand total of all orders issued.....		4,354

The safety orders shown in the foregoing table do not mean that there was only one order in any one factory. On the contrary it was found to be necessary in some instances to order guards and safety appliances to the number of 35 and 40 in a single factory.

In truth, everything connected with the Factory Inspection Department has doubled and trebled, except the number of employees and the amount of the appropriation. These remain the same as when the Department first came into existence in 1911.

A great many more inspections were returned and filed in the past two years than during any other similar period—almost 100 per cent more. Avoiding long tables and detailed distribution of the various kinds of institutions visited, the following will give the totals:

Total Number of Inspections, 1921-1922.....	5,185
Manufacturing	1,752
Mercantile	1,172
Laundry	113
Railroad	160
Restaurants	1,191
Hotels and Rooming Houses	529
Miscellaneous	268
Total Inspections made in the year 1921	2,297
Total Inspections made in the year 1922	2,888
	<hr/>
	5,185
Total Number Certificates Issued, year 1921	1,518
Total Number Certificates Issued, year 1922	2,122
	<hr/>
	3,640

The number of persons in Colorado engaged in manufacturing as distinct from other activities is shown here:

PERSONS ENGAGED IN MANUFACTURING INDUSTRIES

	Male	Female	Total
Proprietors and Firm Members.....	2,119	115	2,234
Salaried Officers of Corporations.....	663	29	692
Superintendents and Managers.....	1,488	58	1,546
Clerks and Other Subordinates.....	3,478	1,525	5,003
Wage Earners	31,902	3,352	35,255
	<hr/>	<hr/>	<hr/>
	39,650	5,079	44,729

The 2,706 manufacturing plants in Colorado are scattered over the entire state. This makes it all the more difficult for the small number of inspectors to reach them. Still, in the face of these handicaps, diligence has been the rule throughout the two years. Manufacturing establishments are found in the following counties:

MANUFACTURING ESTABLISHMENTS BY COUNTIES

Adams	37	Lake	14
Alamosa	14	Larimer	87
Arapahoe	24	Las Animas.....	60
Archuleta	12	Lincoln	17
Baca	8	Logan	23
Bent	15	Mesa	38
Boulder	100	Moffat	6
Chaffee	20	Montezuma	16
Cheyenne	4	Montrose	26
Clear Creek	13	Morgan	31
Conejos	15	Otero	57
Costilla	5	Ouray	7
Crowley	19	Park	13
Custer	9	Phillips	8
Delta	24	Pitkin	6
Denver	1,147	Prowers	49
Douglas	8	Pueblo	153
Eagle	4	Rio Blanco.....	10
El Paso	151	Rio Grande	24
Elbert	8	Routt	18
Fremont	45	Saguache	10
Garfield	23	San Juan	6
Gilpin	7	San Miguel	12
Grand	14	Sedgwick	3
Gunnison	27	Summit	4
Huerfano	21	Teller	3
Jackson	5	Washington	7
Jefferson	53	Weld	98
Kiowa	6	Yuma	24
Kit Carson.....	19	All other counties	5
La Plata.....	32		

ALL INDUSTRIES

While in no sense to be considered complete in every detail, nevertheless the following table will give a fair idea of the size and importance of our leading enterprises and industries, as well as showing the total number of workers employed, male and female, as well as the grand total of wages paid annually:

NUMBER OF PERSONS EMPLOYED AND WAGES

	Females	Wages	Males	Wages	Total
Automobile (state)*	217	\$ 233,420.48	2,246	\$ 3,737,640.21	\$ 3,971,060.69
Department stores..	2,423	2,035,870.00	1,244	2,331,908.10	4,367,778.10
Films	56	89,589.00	176	354,420.40	444,009.40
Hotels and Restaurants	3,271	2,310,008.91	3,426	3,620,005.70	5,930,014.61
Manufacturing (state)†	5,993	1,189,410.56	22,682	61,956,970.24	63,146,380.80
Public Utilities	2,312	661,269.00	3,716	5,485,903.64	6,147,162.64
Railroads	269	350,298.80	12,544	22,073,780.09	22,424,078.89
	14,541	\$6,869,856.75	46,034	\$99,560,628.38	\$106,430,485.13

*60 % of the State total.
†90 % of the State total.

This composite table reveals the great fact that we have here in Colorado a big payroll, and that this payroll goes to workers in lines not easily affected by conditions in other parts of the country. It is indeed a steady stream of money paid in wages that goes on without regard to seasons or other conditions.

The figures secured in connection with the beet sugar industry are interesting when considered separately from the other enterprises of Colorado. Sixteen such sugar factories are considered here. To supply these with the raw material approximately 200,000 acres of land were in cultivation in 1921. To cultivate and harvest this crop involved payment for labor amounting to \$30.00 per acre, making a total paid to workers in the beet fields of \$6,000,000. This amount is included in the grand total of wages paid. The manufacture of sugar from the beets in the 16 factories gave employment to 6,833 men and 252 women. The men received pay to the amount of \$5,302,386.00; the women received \$147,030.00. This makes a total payroll for all the 16 factories of \$5,449,416. This added to the amount paid for the cultivation of the crop amounts to a grand total of \$11,449,000.00.

The figures compiled show a grand total of 14,541 women and 46,034 men engaged in the occupations that are included in the various industries under consideration. The women were paid wages to the amount of \$6,869,856.75 for the year. The men were paid \$99,560,628.38. In most cases the amount of wages returned for the women included also room and board.

In gathering the statistics concerning wages paid, no account was taken of the amounts paid in commissions. In some enterprises these commissions aggregate large sums. If counted in

every case it is estimated that the total would reach at least five per cent of the total payroll.

It is figured that the showing of manufacturing plants includes about 90 per cent of all those in the State. Counting those listed we find that a total payroll is maintained amounting to \$63,146,380.80. Two years ago the U. S. Census Bureau made a rather close survey of our manufacturing enterprises, and found a payroll at that time amounting to \$56,020,854.00. The figures compiled by the State Department of Labor show an increase of \$7,123,527.80, or almost eight per cent.

The number of persons employed by the Denver Department stores and the amount of money paid out annually in the shape of wages is another very significant showing. It is shown that 2,423 women and 1,244 men are employed, making a total of 3,667 persons. These were paid a total wage amounting to \$4,367,778.10 in one year.

NEWSPAPER INDUSTRY

A special survey of the newspaper industry in Colorado was made by the Department during the biennial period. This was carried on by correspondence entirely. Replies to letters sent out were received from nearly all the publishers in the State. A table showing the number of publications and the aggregate circulation per issue is as follows:

	Number of Publications	Aggregate Circulation Per Issue
Daily	44	287,972
Sunday	11	252,981
Semi-Weekly	6	12,206
Weekly	285	279,554
Monthly	34	145,406
	<hr/> 380	<hr/> 978,119

Returns from the publishers show further that 2,178 wage earners are employed—1,903 men and 275 women. The average yearly payroll reaches \$3,379,986.00. The amount of capital invested by the publishers in the newspaper industry of the State reaches \$5,336,465.00.

In connection with Department work in inspection of restaurants we have to report much improvement in the condition from a sanitary standpoint of these establishments in all parts of the State. This improved condition was brought about by the issuance of a special compliance letter by the Chief Factory Inspector showing such restaurants, after thorough inspection to be strictly sanitary. The possession of such a statement was highly prized by all, resulting, as stated above, in much cleaning up, as only those undoubtedly entitled to receive them were favored with such a certificate.

CHILD LABOR LAW

The Child Labor Law is one of the most important over which the Department of Labor Statistics has supervision. All complaints of violation or evasion of this law are promptly investigated by the Department and compliance insured. It has not been necessary to enter suit against any person or firm during the two-year period. The number of cases of violation reported was 84. Immediate investigation followed, resulting in all cases in complete compliance with the law.

In many respects our Child Labor Law is really a school attendance law, based on the fact that grammar school training to be effective must be continuous and uninterrupted up to 16 and 18 years.

A recent U. S. Government report makes the following declaration in that connection:

"Boys who go to work at the end of grammar school rarely get good jobs. The wages seem high at the beginning, but they increase very little. Jobs handed out to unskilled labor (that means boys and girls who lack school training) offer little training and small chance to get ahead. Statistics show that by the time a boy is 25 years old, he usually has received \$2,000.00 more salary if he stayed in school until he was 18, instead of leaving when he was 14 years old."

Surely this statement justifies the school officers in using every possible method of keeping the boys and girls in school and out of the shops.

Attempts to secure the consent of the Department of Labor to an abrogation of the Child Labor Law during the past two years have been frequent and persistent.

Two years ago the requests for setting aside this wholesome statute were based on war conditions, shortage of labor supply, perishing crops, and the like. During the past biennial period, strange as it may seem, requests for the annulment of the law in special cases were based on exactly the opposite condition—over-supply of adult labor.

To all these appeals the Department gave the reply that it is not within the power or the province of the Labor Commissioner to set aside or abrogate a statute; that wholesome laws, such as the Colorado Child Labor Law, are made to be observed and kept, and not to be lightly dealt with. Hence no permits of any kind were granted parents who seemed over-anxious to place young children at such occupations as would bring the most money, regardless of the health, safety or proper schooling of the child.

Particularly has the Department insisted that children under sixteen years of age should not be allowed to work with moving machinery, nor be engaged on premises where machinery is in operation. The danger of maiming a young person for life is a hazard that is too great for the State to overlook. Hence, every request for a permit of this kind was denied on the ground that the law distinctly prohibits children of adolescent years from being engaged around machinery.

The deputy factory inspectors, under the supervision of this Department, were in position to discover violations of the Child Labor Law by manufacturing concerns, which, for various reasons, might be inclined to ignore its wholesome provisions. Operating in remote parts of the city, free from frequent visitation of the public, it was no doubt believed by such violators and evaders that little attention would be paid to their wrong doing.

Fortunately it has not been necessary during the past two years to resort to court proceedings in securing the fullest compliance with the law. Indeed, all things considered, there has been a remarkably small number of objections from any source to its completest operation.

CHILD LABOR IN DENVER

In accordance with the provisions of the Child Labor Law, the school authorities in Denver issue certificates to school children between 14 and 16 years, duplicates of which are filed for record in this Department. These certificates operate as a permit authorizing employment by the person or concern named in the certificate. Certificates for school children who have not completed the eighth grade in studies are granted only after the fullest investigation and upon the united judgment of the school principal, the attendance officer and the supervision of the attendance department.

During the biennial period, 1921-1922, 1,400 such certificates were issued in Denver—833 to boys and 567 to girls. This is only a slight increase over the number issued during the two-year period immediately preceding.

Since 1915 the record of filings is as follows:

1915-1916—Certificates issued,	657.	
1917-1918—Certificates issued,	863.	31% increase.
1919-1920—Certificates issued,	1,226.	48% increase.
1921-1922—Certificates issued,	1,400.	14.2% increase.

This Department has endeavored during the past biennial period to list the school certificates on file according to occupations in which the children were employed. Since no such data

are available for pervious years a comparison cannot be made. For the two years, 1921-1922, certificates show that 1,400 children were engaged in the following occupations:

		1921	1922*	Totals	Totals	Per Cent
Mercantile.....	{ Boys	205	106	311		
	{ Girls	210	103	313	624	45
Manufacturing.....	{ Boys	157	105	262		
	{ Girls	92	53	145	407	29.8
Office.....	{ Boys	102	48	150		
	{ Girls	15	15	30	180	13
Telegraph and Phone.....	{ Boys	25	22	47		
	{ Girls	9	6	15	62	4
Laundry.....	{ Boys	6	3	9		
	{ Girls	32	13	45	54	3.9
Newspaper.....	{ Boys	13	2	15		
	{ Girls .....	.....	.....	.....	15	1
Miscellaneous.....	{ Boys	21	18	39		
	{ Girls	10	9	19	58	3.3
		897	593	1,400	1,400	100

*Nine months of 1922.

The custom of issuing certificates to boys desiring to engage in the messenger service still obtains though curtailed materially when compared with previous periods. Those thus engaged are required to spend two hours each day in the Opportunity School maintained in Denver by the school district at the expense of the public. The total number of boys engaged in telephone and telegraph service, most of whom are undoubtedly in the messenger service, is shown to be 62. The largest number girls went into mercantile establishments, working as cash girls in the department stores. The 15 boys assigned to newspapers are not newsboys—they did work as messengers and office work generally. One hundred and eighty, 13% of the whole number, went into offices, such as doctors, lawyers, insurance agents and the like.

COLLECTION OF WAGE CLAIMS

One of the most far reaching functions of the Department of Labor Statistics is the collection of wage claims for persons who for any reason have not been paid by the employer for work actually performed.

Strictly speaking, this is an assumed duty on the part of the Department, since we are not clothed with any legal power in the premises. Only moral suasion is used. That this is sufficient in most cases is shown by the accompanying tables. It would, indeed, be difficult to convey to the public mind within the limited space allotted here, a proper conception of the detail and labor that falls to Department employees in handling this part of the office work.

Claims for unpaid wages are presented by people in all the walks of life, by women as well as men. Many more persons come to us with claims that are not wage claims at all, who have a hazy idea that somehow, or in some way, the Labor Commissioner can help them. It has therefore become necessary to draw a distinct line between what is a wage claim and what is not. By reference to the table appended it will be seen that the total number of claims presented and handled was 2,735. Of these the total number collected either directly by this office or by settlement between the parties, was 1,936, showing that 71% of the claims presented were actually paid or settled. This is a splendid showing, when the many difficulties surrounding such a controversy are considered.

Our office makes no charge whatever for this work. It is performed gladly and willingly without cost, on the theory that after a man or woman has performed labor no more expense ought to be suffered by the worker and no more time lost in collecting the amount, no matter how small the sum is. Many of the claimants are surprised, of course, when they find that this office cannot go right out and force the other man to pay whether or no, or else close him up in business. However, we have little trouble in convincing all that such action would be impossible under any orderly form of government. The magnitude of the free work of the Department on behalf of our citizens who have unpaid wage claims will no doubt be more fully understood when it is figured what it would have cost these people had they been compelled to seek the aid of an adjustment company or private collection agency. These agencies make a charge that fits the case, but must necessarily have a flat minimum. At any rate small collections cost at least 10% to handle. On the basis of the total amount involved in the 2,735 claims presented, amounting to \$261,174.35, it would have cost claimants \$26,117.43, which sum was saved to them by this Department; and saved to persons who could by no

means afford to part with so much of their earnings in order to obtain the rest.

A large number of claims are presented at the counter which we cannot handle at all. These, of course, are not counted in the totals, although, they require quite as much attention from employees as do many of the claims that are accepted. A typical case in point may be cited, and they occur by the hundred, affecting about every line of employment: A laborer had taken a beet contract, the grower agreeing to pay a stipulated sum for each kind of work. The grower mortgaged the crop to a bank to secure money to pay expenses. At the end of the season the purchaser of the crop, in issuing the check in payment, added the name of the worker, and also one who had furnished supplies to the grower, and sent it to the bank holding the mortgage. The bank readily secured the signatures of the grower and the worker, but the supplies man refused to sign unless the whole amount of the big check was turned over to him. This refusal tied up the check, nobody was paid, and the worker, needing his money, was the only real sufferer, being unable to collect. Much as this worker needed help, we were powerless to assist him in any way. His claim is against the grower, and not against the others and rests entirely on the grower's ability to pay.

A case of another kind: A bridge carpenter living in Arapahoe county was employed last October to work on railroad extension in the interior of Arizona. He went to the job along with a number of other men, all of whom expected to remain until the job was completed. After working a few weeks the bridge carpenter became very ill, the climate being unsuited to him. He conferred with the bridge boss and was told to remain, if possible—that he would be taken care of. Nevertheless the carpenter grew worse as the days passed and finally he asked for his time. He was given a check for what was due him—about \$46.00. He asked for a pass back to Denver. Obviously there was no one right on the spot authorized to issue railroad passes, and the carpenter, fearing that he would die in his tracks unless he got away from that place, went to the station and bought a railroad ticket to Denver. The railroad fare was \$43.20. Having no money, he turned his check over to the agent, who issued the ticket. Then he caught a train and arrived in Denver, more dead than alive. He went directly to his home and to bed, suffering a severe delirium. He managed to make his wife understand what had taken place and she came to the Labor Commissioner seeking help to get a refund of the money paid for the railroad ticket.

Here was a real problem—a perplexing question demanding settlement. The claimant in Denver; the job in Arizona; the subcontractor in San Francisco; the general contractor in Los Angeles; the railroad general office also in Los Angeles. In such a situation how could the Labor Commissioner in Colorado be of

any help in getting refund of money paid for a railroad ticket in the petrified forest of Arizona? It seemed that nobody could help get that money back—and nobody tried.

Responding to the good woman's tears and seeing the utter helplessness of the carpenter, the Labor Commissioner said he would try. And he did try. As a first step we would enlist the help of the Labor Commissioner in Arizona. Not remembering his name, we referred to the directory of labor officials and found that Arizona has no State labor commissioner, so we opened up with a letter dated October 21st, and sent it to the superintendent of the work in Arizona where the work was done. That letter was forwarded to San Francisco headquarters. Soon a reply was received asking for more details, and also for the receipt issued by the railroad agent when the ticket was bought. Our carpenter had no receipt—he got out instant—he waited for nothing. But hold! He had paid for his railroad ticket with his check. His signature was on that check; likewise the signature of the railroad company when the check went to the bank for payment; the said check had cleared and was now no doubt in the issuing company's possession. Would they kindly refer to it and verify the transaction? They did. And on Saturday, Dec. 9th, the voucher check for the refund (issued by the general contractor in Los Angeles) amounting to \$43.20, arrived in our office and was turned over to our Arapahoe county bridge carpenter who was sadly in need of it. In exactly one month and 18 days the transaction was closed and the money paid, because—somebody tried. The file (claim No. 21,987) shows that 14 letters passed between this office and interested parties.

It would be difficult to classify the wage claims by occupation, even if that were desirable. It will be sufficient to state that no less than ninety-nine per cent of them come from people who may be classed as wards of the State, inasmuch as they have none other to help them. Very few claims come from men working at the trades, and none at all from members of labor organizations. But men and women who implicitly trusted an employer to do the right thing by them are the complainants. Most of these are sadly illiterate—not ignorant, but unlettered. In such a helpless state it is not strange that many fall easy victims to the exploitation of merciless employers.

In this wage claim work we are handicapped and retarded not only by lack of legal power, but also by the absence of any statute fixing a legal work day, and one fixing a minimum wage for such a day. Many more persons than one is willing to admit are employed on terms that are thoroughly indefinite as to either time or wages. They are employed "by the month" and expected to work every day and as long in a day as strength will permit. They are promised "what they are worth," or the "going wage." Such arrangements inevitably breed misunderstandings of a kind that can never be settled in a way that the worker can get a

square deal. So we would recommend that if such a thing is possible, a statute should be enacted stating definitely what is a "day" for the worker, and another one fixing a minimum pay for such a day. This for both men and women in all occupations, and whether the employer is a company, or a corporation, or a private citizen. We believe that such a statute would be of very widespread benefit to a class of people who greatly need State aid.

Not having an appropriation to take care of this special work, the Department is compelled to call in the assistance of clerks already busy with other official duties. This makes it necessary to "carry on" almost entirely by correspondence, and this means delay in many cases. Where attempt is made to collect a claim by letter from some one in the rural districts it often fails entirely. There is nothing to prevent a recipient from throwing our letters in a waste basket. Sometimes weeks and months pass before a settlement is reached, yet no claims are closed until every honorable effort to collect has been made and exhausted.

As showing in concrete form the total transactions for the two years we append the following table:

WAGE CLAIM COLLECTIONS

Biennial Period, 1921-1922

	Number Claims Filed	Amount Involved	Number Claims Paid	Amount Collected
December, 1920.....	121	\$ 9,428.41	92	\$ 4,045.12
January, 1921.....	99	4,730.48	86	4,005.26
February.....	69	4,186.15	66	2,286.70
March.....	107	6,585.28	125	8,322.82
April.....	67	5,096.11	56	1,787.55
May.....	119	8,623.26	76	3,747.04
June.....	119	11,196.65	83	4,718.23
July.....	134	11,873.77	72	5,508.96
August.....	157	8,872.14	125	4,801.15
September.....	231	17,320.37	169	10,686.25
October.....	140	18,973.29	60	3,853.10
November.....	179	17,351.15	114	6,524.52
Total.....	1,542	\$124,237.06	1,124	\$ 60,286.70
December, 1921.....	106	\$ 8,625.19	58	\$ 4,851.70
January, 1922.....	119	8,259.49	61	3,482.58
February.....	82	5,499.51	47	2,835.13
March.....	90	6,482.91	39	3,634.22
April.....	132	7,358.08	87	5,685.72
May.....	83	6,279.43	55	1,630.39
June.....	97	6,102.26	159	21,150.14
July.....	97	8,939.89	67	4,674.75
August.....	174	8,716.13	69	4,334.31
September.....	90	11,706.74	44	7,924.44
October.....	88	6,575.51	44	2,067.61
November.....	132	52,392.15	82	5,232.92
Total.....	1,193	\$136,937.29	812	\$ 67,503.91
Total, 1921.....	1,542	\$124,237.06	1,124	\$ 60,286.70
Total, 1922.....	1,193	136,937.29	812	67,503.91
Grand Total.....	2,735	\$261,174.35	1,936	\$127,790.61

WOMAN'S EIGHT HOUR LAW

The Department has given a great deal of attention to the proper enforcement of the Woman's Eight Hour Law. This law was approved by the people at a referendum vote at the general election in November, 1912. It provides that employment of females in all manufacturing, mechanical and mercantile establishments, laundries, hotels and restaurants, is injurious to health, and dangerous to life and limb, and that no female shall be permitted to work in any of these occupations more than eight hours during any 24 hours of any one calendar day.

Believing as we do that this law is a valuable and necessary one, the Department has followed a vigorous policy of enforcement. All complaints of violation were immediately taken up and investigated by one of the regular Deputy State Factory Inspectors. Lamentable misunderstanding of the provisions of the law was found to be the basis of many of the complaints, and upon full explanation all parties concerned readily complied with it.

Our inspectors made personal visits to 147 different establishments during the past two years, and these were confined largely to Denver. In all cases compliance was promptly secured.

The concerns visited in connection with eight-hour compliance include the following.

Bakeries	4
Hotel and Restaurants	16
Grocery Stores	4
Laundries	20
Millinery	3
Manufacturing	20
Restaurants	40
Stores	21
Tailors	5
Miscellaneous	14
Total	147

In connection with our work in this line of our activity a very large number of complaints reached us by telephone and others by anonymous letters. Collectively all such complaints referred to women working in occupations not covered by the law, and upon this discovery revealed by personal investigation, we were not able to inform the person making the complaints of the facts, as we had no name and address. Manifestly this was not fair to our office, since we were unable to notify the individual making the complaint of the result of our labors, who in turn could easily charge the Department with lack of diligence.

The Colorado Woman's Eight Hour Law was adopted ten years ago. Repeatedly within that time the Department has been unable to secure results since only a few occupations are specifically covered. For instance, women elevator pilots in office buildings are not included, nor women in the professions, such as doctors' offices, lawyers' offices, and so on.

At the 1919 session of the State Legislature a separate law was enacted to extend the provisions of the Woman's Eight Hour Law so as to include workers in the State Penal Institutions. This covers all but those filling supervisory or managerial positions and those whose pay is fixed by statute.

Rather than enact a separate law to cover every different occupation, it is recommended and urged that in order to get the desired results, the present Woman's Eight Hour Law be amended so as to cover all women working in any occupation of whatever kind or character.

PRIVATE EMPLOYMENT OFFICES

Colorado is one of the thirty states in the Union that has enacted a law to license and regulate the operations of private employment agencies. In this State the enforcement of the law comes under the direct supervision of the Department of Labor Statistics.

In some respects all the laws of the states mentioned are similar, while in other respects they differ very widely. All of them apply only to employment agencies which charge fees for services, and make no discrimination between those agencies acting for common labor and those devoted entirely to professional applicants or to teachers.

Records are required to be kept, but there is no provision requiring reports to be made to the licensing authority. During the pendency of the World War the lack of information regarding the extent of the operations of private employment agencies, although licensed, was a great hindrance to our government. Nothing was known as to the extent of their operations, or of the particular kind of laborers who were served by them.

Immediately upon assuming the duties of the office in May, 1921, the Deputy Labor Commissioner devised and installed a system of monthly reports to be furnished by the private employment agencies. These reports contained the number of men placed in skilled labor, unskilled labor, farm labor, and in clerical positions. The females were divided into domestic, industrial and clerical.

Although there is no legal requirement compelling the preparation and submission of such reports, nevertheless, without exception, all the licensed private employment agencies did submit such reports to this Department, and they were tabulated and placed on file. With the possible exception of the State of California we believe that Colorado is the only State in the Union where a record is made and preserved of the transactions in detail of these licensed offices.

Since the institution of the system referred to above, the total business of all the licensed private employment offices combined, by months, is shown by the following table:

PRIVATE EMPLOYMENT OFFICES

Total Number of Positions Secured.

	MALE					FEMALE		
	Skilled	Unskilled	Farm	Clerical	Domestic	Industrial	Clerical	Total
July, 1921.....	468	1,081	1,091	202	441	115	174	3,572
August	608	1,548	1,336	272	116	144	285	4,309
September	625	2,207	737	175	382	142	359	4,627
October	212	1,465	495	111	205	75	131	2,692
November	722	790	155	375	163	46	126	2,377
December	194	308	116	24	145	87	100	974
January, 1922..	124	219	95	62	82	69	74	725
February	207	308	197	52	101	142	73	1,080
March	130	632	261	81	70	111	41	1,326
April	201	409	262	137	444	131	42	1,626
May	426	1,232	518	132	194	283	97	2,882
June	421	833	707	155	160	375	115	2,766
July	587	2,452	583	150	162	193	204	4,331
August	955	1,500	495	181	152	99	284	3,666
September	391	2,572	597	64	86	94	141	3,951
October	456	2,730	399	38	101	93	62	3,879
November	750	850	120	360	165	46	126	2,417
	7,484	21,134	8,164	2,571	3,169	2,245	2,434	47,200

The private employment law in Colorado applies to any person who furnishes employment or help, or who offers to procure employment or help, regardless of whether he does or does not charge a fee for such service. Charitable institutions are excepted.

The license fee fixed by the statute is based on the population of the town or city in which the agency is located. In cities of 25,000 or over \$50.00 per year; less than 25,000 and more than 5,000, \$25.00 per year; under 5,000, \$10.00 per year. A register must be kept of applicants for employment and calls for help. Registration fee limited to \$2.00 for professional employees and to \$1.00 for common labor. This fee must be returned on demand if the applicant does not obtain work through the agency within five days.

The act forbids sending females to immoral resorts, false advertising, false statements to applicants, and false entries in the register.

A bond of \$1,000 is required, which runs to the State, and is filed with the Secretary of State. This bond covers such penalties as may be legally assessed. Infractions carry a fine of \$100 to \$200, as well as fine and imprisonment not to exceed six months, or both penalties, in the discretion of the court.

In the course of years many abuses have sprung up in connection with private employment offices which were detrimental to the rights of laborers. This has led to the theory maintained by some that all private employment agencies should be prohibited by statute. Court decisions, however, clearly show that this can not be done—that the occupation of a private employment agent is not necessarily vicious or destructive of the rights of the individual, hence cannot be entirely prohibited. But regulation is permissible, and where based on reasonable grounds, has always been sustained by the courts. Thus license fees in amount as high as \$2,000 annually, charged by the State, are sustained as reasonable. The license fee in Colorado is from \$10.00 to \$50.00, according to the population of the town or city where the office is to be located.

During the biennial period about 175 complaints of various kinds have been lodged with the Department against private employment offices. Many of these were of a trivial nature and soon adjusted. Many others, however, involved much care in settlement, but in all cases the ends of justice were secured and satisfactory adjustments made without resort to court proceedings, or without attacking any bond given to protect the State. By far the largest number of complaints that reach us is for refund of fees charged, since for one reason or another the applicant did not secure the place that he was sent to fill. Refunds were secured in seventeen instances, but in many others it was found that the private employment agent had not violated or evaded any law, but on the contrary had studiously abided by all its provisions.

As at present operated in Colorado, it does not appear that the private employment agencies are a detriment or a menace to the workers of the State. In some instances, those agencies devoted exclusively to handling professional positions, unnecessarily encourage turnover of labor by placing clients in a position, charging a fee, and then in a short time offering the same person a place commanding a higher salary and, of course, charging another and higher commission. It is impossible to estimate to what extent this is practiced, but surely it is done to a degree that affects stability and regularity in many occupations.

In several instances efforts were made by individuals and firms to evade the provisions of the law on some flimsy pretext, asserting that the character of service rendered was not covered by the statute. However, our law is broad enough to cover all these and others. Section 3 reads as follows:

“A private employment agency is defined to be any person, firm, co-partnership or corporation furnishing employment or help, or giving information as to where employment or help may be secured, or who shall display any employment sign or bulletin, or through the medium of any card, circular, pamphlet or newspaper offer employment or help; and all such persons are sub-

ject to the provisions of this act, whether a fee or commission is charged or not. Provided, that charitable organizations are not included within the meaning of this act."

In some cases attempts to evade these provisions by offering instructions, issuing certificates, etc., were made in Denver and various other parts of the State. All, however, either secured proper licenses or ceased operations altogether.

Complaint was made that one of the private employment agencies in Denver was advertising under seven different names. This we held to be contrary to the provisions of the law. After thorough investigation the offending agency was instructed to drop the use of all names not included in the license issued, or else pay an additional and separate fee for every name used in advertisements. The agency at once complied with this ruling and dropped the use of any but the license name.

The following is a list of employment agencies operating in the State of Colorado:

Açme Employment Method	Denver, Colo.
J. Allen	Denver, Colo.
The Albert Teachers' Agency	Denver, Colo.
Business Men's Clearing House	Denver, Colo.
Cass & Philbin	Denver, Colo.
Collegiate Bureau of Occupations	Denver, Colo.
Colorado Employment Agency	Pueblo, Colo.
Dick Teachers' Agency	Denver, Colo.
Fisk Teachers' Agency	Denver, Colo.
Frederick & Son Employment Agency	Denver, Colo.
International Intelligence Service	Denver, Colo.
Interstate Employment System	Denver, Colo.
Jackson Employment Agency	Denver, Colo.
T. J. Kaiser	Denver, Colo.
Lyon Bros. Company	Denver, Colo.
McMillan & Economy	Denver, Colo.
Modern School of Business	Denver, Colo.
Montoya Labor Agency	Denver, Colo.
Phelps Occupation Bureau	Denver, Colo.
Mary E. Richards	Denver, Colo.
Ned Robison	Glenwood Springs, Colo.
Reliable Employment Bureau	Denver, Colo.
Rocky Mountain Teachers' Agency	Denver, Colo.
Silver State Employment Agency	Denver, Colo.
Leon E. Slavens	Denver, Colo.
S. G. Snell	Denver, Colo.
Louis A. Thomas	Gunnison, Colo.
Western Railway Labor Agency	Denver, Colo.
William Wells	Denver, Colo.
Mrs. Julian White	Denver, Colo.
Western Teachers' Agency	Denver, Colo.

JAPANESE IN COLORADO

The Department has given attention to the rapid growth of Japanese population in Colorado during the past two years.

Noting that U. S. Census figures show congestion of Japanese in our most fertile valleys, we got in touch with the county assessors in Weld, Otero and Bent counties. These Assessors furnished the Department of Labor with a complete list of Japanese owners, renters and occupants as shown by the county records, giving descriptions of lands owned and occupied by these people, who are not assimilable, and who are not allowed to become citizens of the United States by reason of treaty rights between the two nations.

The Japanese population in Colorado, according to the U. S. Census, shows growth as follows:

	1900	1910	1920
Japanese in Colorado	48	2,300	2,464

So it is seen that we now have 2,464 Japanese in Colorado. Three-fourths of these are settled in five counties of the State. Denver, 465; Weld, 720; Otero, 232; Adams, 263; Bent, 104.

In Weld county there are 44 Japanese land owners and 124 renters. In three places entire sections of land are thus owned by one party. Japanese occupy lands in territory reaching from Brighton to Nunn.

In Bent county, out of a Japanese population of 104, 29 of them own 5,120 acres, all under irrigation, north of the Arkansas river from the growing city of Las Animas. This land is in territory six miles wide and eighteen miles long.

In Otero county the 232 Japanese are in and near Rocky Ford (the world-famous cantaloupe district) in territory twelve miles square, closely nestled. In one strip—Sec. 8-24-56 to Sec. 10-24-57—a distance of four miles from east to west, Japanese occupy all the land. In that county Japanese own, or have leased, lands aggregating 3,683 acres, almost crowding out the white pioneers and early settlers.

This presents a race problem affecting not only the ownership and occupancy of our most fertile lands by a non-assimilable people, thereby completely crowding out our pioneer white settlers and their posterity, but it also affects seriously our public schools.

A letter addressed to the County Superintendent of Schools, Otero county, inquiring into this phase of the situation received a prompt and frank reply. His letter is given in full:

"The percentage of Japanese children attending school is small. The compulsory education law has no hold on these people and only a comparatively few of the parents manifest any interest whatever in the education of their children.

"There are two school districts in Otero county, District No. 22 and District No. 29, in which the presence of the Japanese constitutes a serious problem. School District No. 22 in September of 1919 had an attendance of fifty-eight pupils in a splendid two-teacher school, fully equipped and modern in every respect. District No. 29 during the year 1918 had over one hundred pupils in attendance and was seriously contemplating the addition of another room to its present two-room building. During the present year 1921-22 the attendance in District No. 22 is eleven pupils, and District No. 29 is forty-three pupils. This reduction is due entirely to the presence of the Japanese.

"An effort is being made by these people to gain a foothold in school districts 13 and 20, in and around the town of Swink. While the number of Japanese in these districts at the present time is not seriously interfering with the school attendance, there is indication that the seriousness of the problem is on the increase."

STATE FREE EMPLOYMENT OFFICES

The Colorado State Free Employment Offices were established by legislative action in 1907, and have accordingly been in existence for a period of 14 years. During that time a very large amount of business has been transacted and many thousands of Colorado citizens have, through those agencies, been placed in permanent positions.

Colorado was one of the first States in the Union to enact a law of this kind. It goes without saying that these offices, well grounded in activities, were of the greatest benefit to our government during the war period. And after the cessation of hostilities they again proved their worth to our people in the assistance they were able to give in placing the ex-soldiers in suitable occupations.

Having justified their existence in the past and having fully establishing their prime necessity in the future, we suggest such financial support from the legislature as will insure the reasonable growth and development of those State Free Employment Offices.

These offices have at all times been hampered by lack of means to properly and adequately transact such business as comes to them. They need in the first place to be housed in ample quarters, arranged to permit of separation of men from women who apply for work. These quarters should look like a State Institution and carry the dignity of the State with them. This of itself would do much to create a good impression on the employee and the employer alike.

It may not be out of place to state here that on account of lack of funds to equip them the two Denver offices are using furniture, desks, tables, chairs, filing cases, etc., which belong to the U. S. Government. Our Department is granted the use of this government furniture only for the reason that we are co-operating with the U. S. Employment Service, and on the termination of this arrangement for whatever reason, would necessarily be compelled to turn all such property over to a designated custodian.

In the past it seems to have been the policy to allow only such funds for the conduct of the Free Employment offices as would meet the statutory salaries and pay for rents and necessary incidentals, such as printing, stationery, postage, and the like. Nothing at all has been allowed for expansion and growth; nothing at all to pay for additional help; nothing at all for advertising the offices and keeping the free service fresh in the people's mind.

Experience of the past shows that the Free Employment offices have been of most direct benefit to farmers needing help. Either at the time of planting or the time of harvesting, and in many places in the State at both these seasons, the farmer is desperately in need of immediate help, and everything possible should be done to supply this help. Additional appropriations asked for will in a large measure supply this need.

Methods of conducting Free Employment offices vary, no two states following exactly the same procedure. In many states field agents are employed who solicit orders for workers from employers, and at the same time keep in touch with a number of men who need work. In Massachusetts, for instance, 38 people are employed in three offices. In Colorado 8 persons are employed in four offices.

In Colorado no appropriation of money is made that would enable the Department to branch out in that sort of activity. Our superintendents and assistant superintendents must of necessity remain at the desks in headquarters at all times to accommodate applicants. Of course much is accomplished by use of the phone, nevertheless there is lack of personal touch between the employers and the officials of the State Free Employment offices, a thing that always inspires confidence.

It has developed that under existing conditions, when demand for laborers is great, individuals operating from pool rooms, hotels or other public places, hunt up men to fill the jobs, in cities where no Free Employment Office is maintained, charging any fee the worker will pay or charging the employer a fee not authorized by law, such persons never pay a state license fee and operate outside the pale of the statute entirely. It is next to impossible to apprehend them.

CO-OPERATION WITH U. S. EMPLOYMENT SERVICE.

Beginning with June, 1921, the Department secured the co-operation of the United States Free Employment Service in Colorado, through the Director General in Washington.

Regular weekly placement reports are made of the activities of the offices.

During the summer season, when the demand for harvest hands in Kansas, Nebraska and the Dakotas was strong, the government sent a special representative to Colorado to look after placements in those fields. That representative was given desk room in our Denver office and accorded every privilege that would assist him in his work. His placement reports were sent direct to Washington and did not come through our State Free Employment offices.

Knowing that the demand for harvest labor would likewise be heavy in Colorado, the head of the Department got in touch with the U. S. Employment officials urging that in their placement of such help the State of Colorado should be given the preference. This was readily agreed to by all concerned, and we were thus able to supply all the help needed at home at the very time of greatest need.

In addition our Department is granted the use of the franking privilege. While we have been careful to use this privilege only in close connection with actual government business, nevertheless it has resulted in the saving of a considerable sum in postage and stationery.

UNEMPLOYMENT.

In the fall of 1921 the unemployment situation became acute in Denver and some of the other cities of the State. Meetings were held, committees appointed and everything possible was done by public officials to relieve the situation.

As usual the State Free Employment offices came at once to the assistance of the unemployed, but insisted first and last that when places are open preference should be given Colorado citizens. The establishment and maintenance of the State Free Employment offices was primarily to benefit our own people, who pay the taxes and sustain the State.

The permanent resident of Denver and Colorado is the greatest sufferer by unemployment, because they can not leave home to take a job. Government statistics show that in Denver almost 40% (or 4 out of 10) men own the house they live in. That is to say: Whatever the number of unemployed we have in Denver, 4 in 10 own the house they live in. They are taxpayers, direct. If these are allowed to remain idle for long periods the loss and suffering becomes all the more acute.

After all is said and done, there is the one ever-present problem, to find work for the unemployed, and to find workers for the jobs that are open. To this end the State Free Employment offices are accomplishing much and are in position to accomplish very much more if given proper opportunity. In every case, care will be taken to ascertain if the service rendered is for a Colorado citizen. This, we believe, will go a long way to relieve any future condition of unemployment.

FARM LABOR

During the month of October, 1922, there suddenly appeared an acute shortage of labor in the Platte valley and in the potato growing districts about Greeley. There was much demand for laborers in the potato fields, for harvesting beets, and for work in the sugar factories.

Inside of 48 hours all demands for men in that district were supplied by the Denver offices, much to the satisfaction of the growers. This again showed the wisdom of the policy followed by the Free Employment offices in furnishing work in Colorado for Colorado men, and discouraging as far as possible the sending of men long distances outside the State.

Reports from the various State Free Employment offices show that very much was accomplished in the way of placing men on farms during the season. The following table will show the extent of this work:

POSITIONS SECURED FOR FARM HELP.

	December	January	February	March	April	May	June	July	August	September	October	November	Total
Denver No. 1, 1921....	6	6	10	26	46	49	86	87	75	96	40	19	1,094
1922....	5	8	13	22	31	32	75	75	84	101	71	.....
Denver No. 2, 1921....	6	5	10	26	43	48	88	87	78	96	41	19	1,070
1922....	6	9	12	24	31	34	47	73	85	102	71	.....
Colo. Springs, 1921....	7	17	16	36	54	56	76	161	99	170	78	39	1,489
1922....	17	13	18	54	67	86	98	64	87	105	71	.....
Pueblo, 1921	16	13	28	43	32	34	68	111	140	152	73	35	1,494
1922	16	7	17	67	89	92	130	67	85	88	93	.....
Grand Junction, 1921	....	....	....	....	....	80	92	50	88	60	200	.....	784
1922	....	....	....	....	....	10	13	45	50	56	40	.....
													5,931

Every year the Department secures from reliable persons in the agricultural counties the rates of wages to be paid to help on farms. This information is compiled and sent to the various State Free Employment offices for their guidance and use. Comparative figures covering the years 1920, 1921 and 1922 are shown in the following table:

COLORADO FARM WAGES.

Comparative Rate of Wages Offered for Farm Labor in Various Counties
Reporting in 1920, 1921 and 1922

County	1922 Wages by Month With Board	1921 Wages by Month With Board	1920 Wages by Month With Board
Alamosa	\$40.00	\$40.00	\$60.00
Bent	36.00	35.00	65.00
Boulder	30.00	35.00	50.00
Cheyenne	60.00	60.00	75.00
Conejos	60.00	60.00	75.00
Costilla	40.00	40.00	55.00
Crowley	40.00	35.00	80.00
Delta	35.00	35.00	65.00
Denver District *.....	30.00	35.00	60.00
Elbert	25.00	35.00	65.00
El Paso.....	30.00	35.00	60.00
Fremont	35.00	35.00	60.00
Garfield	35.00	35.00	75.00
Gunnison	35.00	40.00	60.00
Kit Carson.....	35.00	40.00	75.00
Larimer	35.00	40.00	60.00
Las Animas.....	30.00	35.00	50.00
Logan	30.00	35.00	50.00
Mesa	35.00	40.00	60.00
Moffat	35.00	35.00	50.00
Montrose	35.00	40.00	60.00
Morgan	40.00	65.00	75.00
Otero	35.00	35.00	50.00
Phillips	30.00	30.00	50.00
Prowers	30.00	35.00	80.00
Pueblo	30.00	35.00	60.00
Rio Grande.....	40.00	35.00	60.00
Routt	40.00	40.00	65.00
Saguache	35.00	35.00	65.00
Washington	40.00	35.00	75.00
Weld	35.00	35.00	60.00
Yuma	40.00	50.00	75.00

*Denver District includes Adams, Arapahoe, Douglas, Jefferson and Lincoln Counties.

WORK IN BEET FIELDS.

	1919 Per Acre	1920 Per Acre	1921 Per Acre	1922 Per Acre
For Bunching and Thinning.....	\$ 8.50	\$11.00	\$ 9.00	\$ 7.50
For Second Hoeing.....	2.50	3.00	2.00	1.50
For Third Hoeing.....	1.00	2.00	1.00	1.00
For Pulling and Topping.....	13.00	14.00	10.00	8.00
	<u>\$25.00</u>	<u>\$30.00</u>	<u>\$22.00</u>	<u>\$18.00</u>

Table Showing Grand Total Number of Applications for Employment, Grand Total Number of Positions Secured, and Grand Total Number of Applications for Help in the Five State Free Employment Offices by Months During the Years 1921 and 1922.

	Applications for Employm't		Positions Secured		Applications for Help	
	1921	1922	1921	1922	1921	1922
December, 1920.....	2,783	4,398	1,033	834	1,100	887
January, 1921	2,659	4,553	803	695	829	739
February	2,950	4,320	823	715	861	754
March	3,107	4,438	1,286	1,013	1,384	1,228
April	2,918	3,716	1,194	1,161	1,299	1,370
May	4,294	3,812	1,626	1,742	1,672	2,041
June	7,029	3,781	4,092	2,251	12,151	2,988
July	6,091	4,086	2,877	2,829	3,113	3,902
August	5,362	3,316	2,318	2,614	2,400	2,674
September	4,937	3,363	2,366	2,624	2,393	2,599
October	5,366	2,937	1,777	2,452	1,905	2,539
November	4,300	1,979	1,107	1,554	1,198	1,551
	51,796	44,699	21,302	20,474	30,305	23,272
Grand Totals (2 years).....	96,495		41,776		53,577	

Above table shows that out of the 53,577 places that were open to be filled, 41,776 persons were actually placed. This is a very much larger percentage of placements than usually obtains in State Free Employment offices, and we certainly feel proud of this excellent showing.

Again, the cost per capita of placements is very much less than in other States similarly situated. In Colorado 41,776 persons were placed at a total cost to the State of \$26,200. This is a cost per capita for each person placed of 62.7 cents. In any other State where comparison can be made the cost per capita for similar service amounted to \$1.32 for placements.

STATE FREE EMPLOYMENT OFFICES.

Table Showing Number of Applications for Work, Number of Applications for Help and Number of Situations, by Months, in 1921 and 1922.

	1921			1922		
	Appl. for Work	Jobs Se- cured	Appl. for Help	Appl. for Work	Jobs Se- cured	Appl. for Help
December, 1920						
Denver No. 1.....	908	149	152	1,665	186	212
Denver No. 2.....	920	155	155	1,664	186	204
Colorado Springs.....	293	247	299	363	252	260
Pueblo	632	482	494	706	210	211
	2,753	1,033	1,100	4,398	834	887
January, 1921						
Denver, No. 1.....	890	117	121	1,741	154	175
Denver No. 2.....	889	116	119	1,741	153	170
Colorado Springs.....	335	263	250	312	204	210
Pueblo	545	334	339	759	184	184
	2,659	803	829	4,553	695	739
February						
Denver No. 1.....	1,036	133	141	1,545	153	165
Denver No. 2.....	1,040	136	143	1,664	186	204
Colorado Springs.....	263	190	203	309	215	222
Pueblo	617	364	374	802	161	163
	2,956	823	861	4,320	715	754
March						
Denver No. 1.....	1,051	278	291	1,601	198	233
Denver No. 2.....	1,046	289	321	1,302	200	232
Colorado Springs.....	372	314	360	351	302	320
Pueblo	638	407	412	1,184	313	443
	3,107	1,286	1,384	4,438	1,013	1,228
April						
Denver No. 1.....	971	236	266	1,190	216	301
Denver No. 2.....	974	240	270	1,176	213	299
Colorado Springs.....	392	336	378	476	400	418
Pueblo	581	382	385	874	332	352
	2,918	1,194	1,299	3,716	1,161	1,370
May						
Denver No. 1.....	1,429	338	346	1,214	349	478
Denver No. 2.....	1,426	339	347	1,212	346	475
Colorado Springs.....	523	437	465	629	579	595
Pueblo	599	418	420	704	454	473
Grand Junction.....	317	94	94	55	14	20
	4,294	1,626	1,672	3,812	1,742	2,041

STATE FREE EMPLOYMENT OFFICES.

Table Showing Number of Applications for Work, Number of Applications for Help and Number of Situations, by Months, in 1921 and 1922.

	1921			1922		
	Appl. for Work	Jobs Se- cured	Appl. for Help	Appl. for Work	Jobs Se- cured	Appl. for Help
June						
Denver No. 1.....	1,849	565	4,518	1,084	457	744
Denver No. 2.....	1,852	570	4,525	1,084	453	736
Colorado Springs.....	561	517	539	686	649	670
Pueblo.....	2,417	2,286	2,416	742	639	733
Grand Junction.....	350	154	153	185	53	105
	7,029	4,092	12,151	3,781	2,251	2,988
July						
Denver No. 1.....	1,993	754	803	1,345	838	1,341
Denver No. 2.....	1,989	753	912	1,347	838	1,359
Colorado Springs.....	663	598	626	552	521	538
Pueblo.....	1,016	687	687	624	644	562
Grand Junction.....	440	85	85	218	88	102
	6,091	2,877	3,113	4,086	2,829	3,902
August						
Denver No. 1.....	1,668	492	517	845	726	703
Denver No. 2.....	1,672	501	527	845	727	704
Colorado Springs.....	550	505	535	629	610	669
Pueblo.....	900	655	656	618	484	514
Grand Junction.....	572	165	165	379	67	84
	5,362	2,318	2,400	3,316	2,614	2,674
September						
Denver No. 1.....	1,631	524	547	940	709	695
Denver No. 2.....	1,622	565	546	940	708	697
Colorado Springs.....	531	474	491	555	523	548
Pueblo.....	812	619	620	663	587	613
Grand Junction.....	341	184	189	265	97	146
	4,937	2,366	2,393	3,363	2,624	2,599
October						
Denver No. 1.....	1,909	345	406	828	677	688
Denver No. 2.....	1,912	347	408	821	675	687
Colorado Springs.....	385	341	347	412	377	386
Pueblo.....	720	482	482	701	625	634
Grand Junction.....	440	262	262	175	98	144
	5,366	1,777	1,905	2,937	2,462	2,539
November						
Denver No. 1.....	1,728	247	285	585	465	456
Denver No. 2.....	1,730	250	287	585	464	456
Colorado Springs.....	432	328	333	315	272	282
Pueblo.....	410	282	293	494	357	357
	4,300	1,107	1,198	1,979	1,558	1,551

COMPANY HOUSING

As affecting the cost of rents and conveniences in living conditions of workers, compared with rent rates and conveniences in the cities and towns in Colorado, a special survey was made of a company housing system near Denver.

Many other companies in Colorado have housing systems, but these quite generally confine themselves to houses of the very cheapest grade, renting for not more than \$8.00 or \$9.00 a month, and make slight effort to cultivate those finer family attributes that go so far to make the drudgery of constant toil bearable.

It was found that at Louviers a system is practiced that produces very fair conditions for many different types of workers in the same community, and it may easily be considered a model of that system of dealing with wage workers.

The company owns 2,200 acres of land in one body. The houses occupy a tract covering about 80 acres lying on one side of a small, swift running stream, fed by springs and underflow. This affords ample surface drainage, the town-site being 40 or 50 feet higher than the creek bottom. The streets are wide, the main one having parking in the center, with grass and low native planting. All the streets are graded and surfaced with gravel. Gutters on each side provide drainage for surface water. Gravel walks lead to all the houses and to the works about a half mile away. The ground slopes to the east giving unobstructed sunshine and insuring dry soil underfoot the year around.

The streets are exceptionally wide. The houses are built far back from the lot line, all lots are fenced, woven wire fencing is used throughout, ample garden plots are provided and much encouragement and help offered to those desiring to grow vegetables for the family table.

The water supply consists of two artesian wells on the company's property. Water is pumped to a large reservoir above the town, giving adequate force by gravity. All houses have water inside. A detail of the 86 company houses is as follows:

- 23—3 rooms, frame, water inside, sanitary sewer, water and light;
\$6.00 to \$9.00 a month.
- 13—4 rooms, frame, bath, basement, light and water, garage;
\$12.50 a month.
- 10—5 rooms, frame, bath, basement, light and water, garage, furnace; \$13.50 a month.

- 25—5 rooms, frame, same as above, more modern interior furnishings, built-in features; \$16.50 a month.
- 5—2-story houses for staff, one 6-room and four 5-room up-to-date; rent includes water and light; \$22.50 and \$26.00 a month.
- 5—2-story houses, built in 1920 (cost \$6,000.00 each to build), modern, built-in features, garage, etc.; four rent for \$18.00; one for \$20.00.
- 4—2-story frame houses, 7 large rooms, for management; rent includes water, light and heat. Two rent for \$24.00, one for \$31.00, one for \$36.00.
- 1—7-room, 2-story frame, all modern, sleeping porch, garage, etc.; rents for \$27.75.
- 86

The theory on which the company bases its housing system is that proper and adequate service of this kind insures a much superior grade of workers in the plant. This is borne out in Louviers by the fact that all the workers now on duty have been in the company service for a period of years. There is practically no labor turnover at the plant.

Living conditions are such that competent and reliable workers prefer to remain at the plant, ignoring other and sometimes more flattering offers of employment.

A prominent feature apparent at once is dissimilarity in outward appearance of the houses. The deadly sameness in size, shape and color of the ordinary company houses is entirely absent here. There are 23 houses of one general design and 25 houses of another general design and these are so placed and so "spaced" as to utterly submerge the idea of any similarity whatever. As to the amount of rent charged for these houses it may be said that while the rental that is charged appears high, it is really low when the conveniences supplied are taken into consideration. The final test is this: Will employees live in the company houses and pay the price if the accommodation is sufficient? In Louviers all the houses are occupied, all the houses are cared for, and all of them have the appearance of real small-town homes instead of merely being a shelter or house.

The sewer system is an innovation in a company town. (Ihmhoff System of sewage disposal constructed to care for a village of 1,000 population.) It was installed under the direct supervision of our State Plumbing Inspector.

The club house is in reality a social center, empty during the working day, fully occupied at other times. Here is a building of ample size on a slightly location. Provision is made for games and

amusements to meet the wishes of the workers. A twin bowling alley, pool room (3 tables), assembly room for dances, lectures, theatricals, moving pictures, and so on. Library of more than 600 volumes of classics, technical subjects, fiction and history. Tennis courts, baseball grounds. Telephone system throughout (80% of the houses have phones). Internal telephone system, charge 50 cents a month.

The outstanding feature of the housing system maintained at Louviers is that all service is furnished at cost, including light and heat. When all the houses are occupied the total cost of maintenance, amounting to about \$1,900.00 a month, is fully met. This expense includes labor, materials, power, property insurance, taxes, depreciation, etc. None but employees are allowed to occupy the houses.

The wages paid at the works range from 34c an hour to 70c an hour, depending on length of time in the employ of the company. This wage scale, like the housing service, is used to insure permanency of employees' connection with the plant.

COST OF LIVING

When the prices of the commodities which go to make up the family budget, known as "cost of living," began to make those sudden and sustained spurts upward, the Bureau of Labor Statistics started to gather the first of every month actual figures of retail costs in Denver on groceries, on clothing and yard goods and on coal.

This was kept up throughout the present biennial period. On the first day of each month the actual prices paid for exactly the same quality of articles quoted the month before were obtained by personal visits to the grocery stores, to the dry goods and clothing stores and to retail coal dealers. After more than six years of this sort of compilation of actual prices paid by the consumer, disregarding "general trend," "wholesale index figures," and even "retail index figures," we have accumulated a vast deal of data directly concerning Colorado and Denver.

On close comparison of our data with those secured by the United States Bureau of Labor Statistics, and also with those of the National Industrial Conference Board, which two bodies have secured similar figures in 51 cities of the Union, it is found that retail prices in Colorado and in Denver are much lower than in many other cities, and slightly higher than in some others.

On the whole, comparison of prices quoted from all other cities with those here, show that our retail prices are almost an exact average or median, of all cities combined. It is, therefore, deemed wise, as meeting all the required usages to which tables of this kind can be put, to accept the figures published by the U. S. Government as particularly applicable to Denver and to Colorado as a whole. This, as before stated, is amply verified by actual figures obtained by this Department of retail prices in Denver, and for one complete year, retail prices in eight other Colorado cities, Pueblo, Colorado Springs, Grand Junction, Greeley, Sterling, Leadville, Trinidad, Steamboat Springs.

For the purpose of accurately maintaining comparisons, the family budget is made up of the five items of necessity. That is to say: Food, shelter, clothing, fuel, light and sundries. Of this, the item of food is almost half of the total, 43.1%, to be accurate. Thus it will be seen that almost any increase in the retail price of food will mean at once a heavy increase in the cost of living, as it affects about half of the total family expenditure.

The one item of coal increased 74% after 1914, on account of war conditions. That increase has remained the same to the

present time. Although a decrease of 55% is shown in all items combined since that date, none of that decrease in the budget could be checked against coal. Coal, however, forms only 3.7% of the total family budget.

In order to show what has actually happened in the way of increase and decrease in prices of articles of family necessity since 1914, which year is used as a base for comparisons, we are printing some figures in tabular form, so as to avoid too great detail. We are using the figures which relate to the complete family budget.

The increase in the cost of living of average wage earners' families between July, 1914, and July, 1922, was 55.6%. This figure is based on actual variations and fluctuations of the various items comprising the budget during that time. Separately these increases are shown to be as follows:

Food	42%
Shelter	65%
Clothing	54%
Fuel and Light	74%
Sundries	72%

To determine the change in the total cost of living, these increases in the cost of the major items were combined according to the importance of each in the family budgets of average wage earners' families. Thorough investigations made by government and other authoritative agencies indicate that at that time average wage earners' families apportioned their total expenditures as follows: For food, 43.1%; for shelter, 17.7%; for clothing, 13.2%; for fuel and light, 5.6%; for sundries, 20.4%. When the increases in cost of the major items in the budget, as noted above, are weighted according to the importance of each to the average family, the increase in the cost of living between July, 1914, and July, 1922, is found to have been 55.6%. The method of this calculation is shown in the following table:

Budget Items	Relative importance in family budget	Increase in cost between July, 1914, and July, 1922	Increase as weighted in total budget
All items	100.0%		55.6%
Food	43.1%	42%	18.1%
Shelter	17.7%	65%	11.5%
Clothing	13.2%	54%	7.1%
Fuel and light	5.6%	74%	4.2%
(Fuel)	(3.7%)	(84%)	(3.2%)
(Light)	(1.9%)	(55%)	(1.0%)
Sundries	20.4%	72%	14.7%

Percentages of increase of all items in the family budget between other dates is shown to be as follows:

Increase in cost of living between July, 1914, and July, 1915	0.5%
Increase between that date and July, 1916	8.7%
Increase between that date and July, 1917	31.3%
Increase between that date and June, 1918	52.2%
Increase between that date and November, 1918	65.0%
Increase between that date and March, 1919	60.5%
Increase between that date and July, 1920	104.5%
Increase between that date and July, 1921	63.1%
Increase between that date and July, 1922	55.6%

WAGE SCHEDULES

The schedules printed show wages actually paid to men and women in Colorado working in the stated occupations. Wherever possible comparison is made with the wages paid in other years.

In the industries given female employees work eight hours a day. Male employees mostly work eight hours a day, but in some cases the working day is nine hours, and in a very few of them the ten-hour day is the rule. An average would be about 9½ hours a day for the male employees in Colorado.

ARTIFICIAL ICE

	1922 Per Month	1922 Per Day	1922 Per Hour
Engineers .....	.....	.....	\$0.50
Firemen .....	.....	.....	.45
Firemen's Helpers.....	.....	.....	.35
Ice Pullers.....	.....	.....	.40
Ice Platform Workers.....	\$87.50	.....	.....
Cold Storage Workers.....	120.00	.....	.....
Common Laborers.....	.....	.....	.40
Mechanics .....	.....	.....	.50
Truck Drivers .....	.....	\$4.00	.....
Coal Wagon Drivers.....	.....	3.00	.....
Salesmen and Collectors.....	150.00	.....	.....
Bookkeepers	150.00	.....	.....
54, 56 and 70 hours per week.			

AUTO AGENCY, ACCESSORIES AND REPAIRS

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Bookkeeper	\$30.00	\$40.00	\$40.00
Foreman Shops	33.00	45.00	42.50
Mechanics	35.00	50.00	32.50
Mechanics Helper.....	12.00	40.00	30.00
Office Help	20.00	30.00	22.50
Sales	40.00	50.00	50.00
Stock	30.00	35.00	37.50
Washer	23.00	25.00	22.50
Female Help—			
Bookkeeper	20.00	25.00	23.00
Stenographer	18.00	20.00	16.25
Telephone	12.00	17.50	15.00

AUTOMOBILE TIRE FACTORIES

	1922 Per Week	1922 Per Hour
Rubber Workers	\$24.00	.....
Tire Builders.....	25.00	.....
Cutters and Assemblers.....	24.00	.....
Accessory Workers	25.50	.....
Inspection	26.00	.....
Janitors and Maintenance.....	21.00	.....
Machine Shops .....	.....	\$ .63
Stores and Stock Room.....	23.00	.....
Paint and Carpenter Shop.....	23.00	.70
Shipping Room	25.00	.....
Electricians	25.00	.....
Department Foremen.....	40.00	.....
Female Help—		
Stenographers	19.10	.....
Clerks	20.00	.....
Cutters and Assemblers.....	16.00	.....
Accessories	16.00	.....

AUTO TIRE SALES

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Office Manager	\$80.00*	\$150.00*	\$190.00*
Salesmen	100.00*	125.00*	150.00*
Shopmen	20.00	25.00	22.50
Tire Changers	12.50	18.00	17.50
Female Help—			
Stenographer	12.50	20.00	25.00
Bookkeeper	12.50	18.00	20.00

*Monthly Wages.

BAKERY AND SALES

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Bakers	\$20.00	\$27.50	\$35.00
Drivers	18.00	25.00	30.00
Floor Men	18.00	22.50	22.50
Porter	15.00	25.00	25.00
Shipper	16.00	20.00	25.00
Female Help—			
Bookkeeper	18.00	20.00	25.00
Cashier	18.00	20.00	25.00
Clerk	16.00	17.50	18.00
Stenographer	11.00	16.00	17.50

BOTTLING WORKS

	1922 Per Week
Foremen	\$20.00
Salesmen	35.00
Bottlers	18.00
Laborers	15.00
Female Help—	
Bookkeepers	20.00
Stenographers	25.00

Women work 48 hours; men work 60 hours a week.

BRICK MANUFACTURING

	1922 Weekly Wage ¹
Foreman	\$27.00
Engineer	24.00
Kiln Fireman	24.00
Dry Pan Man	22.50
Press Man	22.50
Truckers	22.50
Setters	28.50
General Yard Men	21.00

¹Men work 54 hours and 72 hours a week.

CARRIAGE AND AUTO REPAIRS

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Auto Trimmers	\$21.00	\$33.00	\$36.00
Blacksmiths	21.00	33.00	30.00
Helpers	12.00	18.00	17.50
Office	20.00	22.50	22.50
Painters	21.00	30.00	30.00
Woodworkers	21.00	30.00	31.50

EIGHTEENTH BIENNIAL REPORT

CEMENT MANUFACTURING

	1922 Per Month	1922 Per Hour
Sack Sorters		\$0.31
Quarry Foremen .....		.52
Shovel Runners .....		.60
Shovel Crane-men .....		.42
Locomotive Engineer .....		.50
Locomotive Fireman .....		.42
Crusher-man .....		.43
Crusher-man Helper .....		.37
Millers .....		.42
Kiln Operators .....		.50
Electrician .....		.55
Assistants .....		.42
Machinist .....		.60
Machinist Helpers .....		.42
Blacksmith .....		.47
Repairmen .....		.47
General Laborers .....		.37
General Foremen	\$200.00	
Chemist	165.00	
Chemist Assistant	110.00	
Foreman Shipping Department	175.00	
Foreman Sack Department	135.00	
Draughtsmen	150.00	
Office Clerk	150.00	

CLAY PRODUCTS

	1918 Hourly Wage	1920 Hourly Wage	1922 Hourly Wage
Machine Men	\$0.47	\$0.55	\$0.50
Assistant Machine Men .....	.37	.50	.45
Brick Wheelers .....	.86	.50	.45
Molders .....	.36	.55	.50
Laborers .....	.30	.40	.40

CLEANERS AND DYERS

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Cleaners	\$30.00	\$35.00	\$27.50
Drivers	20.00	23.00	30.00
Dyers	35.00	40.00	40.00
Office	20.00	32.00	32.00
Pressers	24.00	35.00	32.50
Spotters	22.50	40.00	25.00
Female Help—			
Bushelwomen	15.00	17.00	18.00
Office	20.00	25.00	20.00
Pressers	20.00	27.50	25.00
Spotters	18.00	30.00	30.00

CREAMERIES

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Buttermakers	\$20.00	\$25.00	\$25.00
Drivers	21.00	25.00	25.00
Salesmen	25.00	30.00	30.00
Laborers	18.00	22.00	20.00
Cheese Makers	25.00	25.00	25.00
Office	25.00	30.00	30.00
Female Help—			
Helpers	16.00	18.00	12.00
Office	12.00	20.00	20.00
Stenographers	15.00	18.00	20.00

DAIRY SALES

	1918 Monthly Wage	1920 Monthly Wage	1922 Monthly Wage
Superintendent	\$125.00	\$130.00	\$130.00
Drivers	100.00	125.00	100.00
Housemen	90.00	100.00	90.00
Office	80.00	130.00	125.00

DEPARTMENT STORES

	1918	1920	1922
	Weekly Wage	Weekly Wage	Weekly Wage
Buyers	\$80.00	\$135.00	\$125.00
Salesmen	18.00	25.00	22.50
Floor Manager	17.50	27.50	25.00
Porters	14.00	22.00	18.50
Wagon Boys	9.00	18.00	15.00
Female Help—			
Salespeople	8.00	20.00	17.50
Elevator Pilots	12.00	22.00	20.00
Wrappers	7.00	12.00	12.00
Cash Girls	5.00	10.00	10.00

DRUG STORES

	1918	1920	1922
	Weekly Wage	Weekly Wage	Weekly Wage
Pharmacists (Registered)	\$15.00	\$40.00	\$30.00
Delivery Boys	10.00	12.00	12.00
Porters	16.00	20.00	18.00
Soda Fountain	25.00	30.00	23.50
Clerks .....	.....	35.00	22.50
Female Help—			
Cashiers	18.00	20.00	17.00
Clerks	15.00	18.00	22.50
Office	18.00	20.00	22.50
Soda Fountain	12.00	13.00	12.50

FOUNDRY AND MACHINE SHOP

	1920	1922
	Per Day	Per Day
Chief Clerk	\$6.00	\$6.00
Bookkeeper	5.00	4.75
Shipping Clerk	4.50	4.25
Storekeeper	5.50	5.00
Foundry Clerk	5.00	4.75
Foreman	6.00	6.00
Truck Driver	3.75	3.75
Teamster	4.25	4.00
Watchman	4.00	3.75
Electrician	4.00	4.00
Blacksmith	6.00	6.00
Machinists	5.60	5.60
Machinists Helpers	4.40	4.25
Boiler Makers	6.00	6.00
Boiler Maker Helpers	3.60	3.60
Pattern Makers	6.40	6.40
Pattern Makers Helpers	4.40	4.40
Carpenters	4.25	5.00
Molders	6.75	5.40
Core Makers	6.40	5.00
Cupola Men	5.60	5.50
Foundry Night Man	3.75	3.75

FLOUR MANUFACTURING

	1918	1920	1922
	Monthly Wage	Monthly Wage	Monthly Wage
Manager .....	.....	\$300.00	\$325.00
Assistant Manager .....	.....	175.00	185.00
Bookkeepers	\$110.00	135.00	175.00
Second Bookkeepers	100.00	100.00	100.00
Office Clerks	65.00	75.00	75.00
Elevator Foremen	93.00	115.00	130.00
Elevator Men	80.00	100.00	125.00
Engineers	100.00	125.00	125.00
Firemen	100.00	125.00	125.00
Laborers	85.00	97.50	84.00
Miller	150.00	160.00	175.00
Packers	103.00	115.00	102.00
Truck Drivers	78.00	115.00	84.00
Warehouse	100.00	110.00	120.00

EIGHTEENTH BIENNIAL REPORT

FURNITURE AND FIXTURES

	1922 Per Week	1922 Per Hour
Superintendent	\$125.00	.....
Salesmen	125.00	.....
Draftsmen	125.00	.....
Bookkeepers	25.00	.....
Cabinet Makers	36.00	\$0.75
Cabinet Makers .....	.....	.85

GARMENT MANUFACTURING

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Cutting	\$45.00	\$50.00	\$45.00
Shipping	15.00	18.00	20.00
Salesmen	25.00	30.00	30.00
Female Help—			
Foreladies	22.00	25.00	25.00
Ironers	20.00	20.00	22.50
Machine Girls	18.00	18.00	24.00
Markers	12.00	18.00	22.00

GAS AND ELECTRIC LIGHT

	1922 High	1922 Low
Office	\$325.00	\$35.00
Advertising	225.00	.....
Coke Department	122.00	75.00
Electric Department	400.00	60.00
Gas Department	400.00	60.00
Steam	180.00	90.00
Tar Department	300.00	80.00
Female Help—		
Office	165.00	60.00
Advertising	140.00	80.00
Coke	116.00	.....
Electric	115.00	90.00
Tar	140.00	.....

GROCERIES

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Grocery Clerks (selling)	\$18.00	\$25.00	\$22.50
Meat Cutters	32.00	35.00	32.50
Truck Drivers	30.00	30.00	25.00
Bookkeepers	20.00	25.00	22.50
Order Clerks	14.00	20.00	20.00
Female Help—			
Grocery Clerks (selling)	10.00	15.00	17.50
Bookkeepers	18.00	18.00	20.00
Office Clerks	10.00	15.00	17.50

HOTELS

	1922 Monthly Wage
Stewards	\$ 65.00
Bookkeepers	60.00
Clerks	122.50
Bell Boys	25.00
Porters	75.00
Engineer	180.00
Elevator Pilot	45.00
Houseman	70.00
Female Help—	
Bookkeeper	115.00
Telephone Operator	50.00
Housekeeper	75.00
Maids	50.00
Pantry Girls	55.00

ICE CREAM—WHOLESALE

	1922 Weekly Wage
Office Clerks	\$37.50
Watchman	30.00
Superintendent	45.00
Engineers	40.00
Buttermakers	30.00
Ice Cream Makers	25.00
Can Washers	20.00
Shipping Clerks	32.50
Drivers	25.00
Stenographer	25.00

IRON WORKS

	1922 Per Month	1922 Per Hour
Draftsmen	\$150.00	.....
Cost Clerks	85.00	.....
Bookkeepers	150.00	.....
Foundry Foremen	225.00	.....
Machine Shop Foremen	\$1.00
Forge Shop Foremen	1.00
Car Shop Foremen70
Machinist62 1/2
Machinist Helpers60
Bulldozer Operator62
Bulldozer Operator Helper55
Blacksmith80
Blacksmith Helpers52 1/2
Car Builders52 1/2
Carpenters55
Shipping Clerk55
Molders55
Coremakers75
Cupola Men62 1/2
Watchmen60

LAUNDRIES

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Drivers	\$20.00	\$29.00	\$30.00
Engineers	25.00	35.00	37.50
Foremen	24.00	35.00	30.00
Markers	30.00	30.00	26.00
Washers	14.00	22.00	25.00
Wringers	15.00	20.00	22.50
Female Help—			
Finishers	9.00	15.00	15.00
Ironers	9.00	15.00	15.00
Mangle Girls	8.00	13.00	12.50
Office	12.00	16.00	12.50
Seamstresses	12.00	15.00	15.00
Sorters	12.00	18.00	15.00
Starchers	8.00	16.00	15.00
Washers	13.50	16.00	15.00
Wrappers	12.00	15.00	14.50

LUMBER AND MILL

	1922 Per Month	1922 Per Hour
Salesmen	\$150.00	.....
Office Clerks	125.00	.....
Superintendents and Foremen	165.00	.....
Mill Employees .....	.....	\$0.65
Helpers .....	.....	.50
Box Factory .....	.....	.60
Box Factory Helpers .....	.....	.40
Yard Foremen	175.00	.....
Yard Men .....	.....	.50
Shipping Clerks	130.00	.....
Truck Drivers	100.00	.....
Glaziers .....	.....	.75
Warehouse Men	100.00	.....
Female Help—		
Stenographers	100.00	.....
File Clerk	120.00	.....
Telephone Operator	100.00	.....

MOVING PICTURES

	1920	1922
	Weekly Wage	Weekly Wage
Musicians	\$56.00	\$54.00
Stage Hands	35.00	35.00
Operators	35.00	32.50
Janitors	20.00	20.00
Door Man	25.00	22.50
Ushers .....	.50 hr.	.50 hr.
Female Help—		
Cashiers	15.00	15.00
Relief Cashier	5.00	5.00

OIL PRODUCING AND REFINING

	1922	1922
	Monthly Wage	Daily Wage
General Superintendent	\$475.00	.....
Assistant Superintendent	260.00	.....
Assistant Superintendent	225.00	.....
Chief Clerk	235.00	.....
Chemist	200.00	.....
Laboratory Assistant	90.00	.....
Civil Engineer	250.00	.....
Assistant Engineer	190.00	.....
Club House Manager	115.00	.....
Storekeeper	145.00	.....
Clerk	140.00	.....
Clerk	125.00	.....
Clerk	120.00	.....
Field Superintendent	225.00	.....
Foreman	200.00	.....
Foreman	160.00	.....
Treater	180.00	.....
Stableman	130.00	.....
First Engineer	175.00	.....
Truck Driver	140.00	.....
Truck Driver	115.00	.....
Boiler Makers .....	.....	\$5.76
Stillmen .....	.....	5.76
Pumper .....	.....	5.76
Boiler House Engineers .....	.....	5.36
Wells Repair Crew Foreman .....	.....	5.00
Rig Builder Foreman .....	.....	6.00
Boiler Repairman .....	.....	5.00
Car Repairman .....	.....	5.76
Lead Burner .....	.....	5.76
Refinery Pumps .....	.....	5.00
Pipefitter .....	.....	5.40
Still Helpers .....	.....	4.96
Boiler House Firemen .....	.....	4.64
Still Firemen .....	.....	4.64
Still Cleaners .....	.....	4.50
Car Loader .....	.....	4.25
Boiler Maker Helper .....	.....	4.25
Car Repair Helper .....	.....	4.00
Coal Unloader .....	.....	4.00
Refinery Pump House Engineers .....	.....	3.85
Refinery Gauger .....	.....	3.75
Wells Repair Helpers .....	.....	4.00
Field Pumps .....	.....	4.25
Field Pumps .....	.....	3.75
Field Pumps .....	.....	3.50
Teamster .....	.....	3.75
Teamster .....	.....	3.50
Pipefitter Helpers .....	.....	3.75
Watchmen .....	.....	3.25
Laborers .....	.....	3.00

POTTERY PRODUCTS

	1922	1922
	Monthly Wage	Daily Wage
Mining and Driving .....	.....	\$4.50
Packing .....	.....	4.50
Porcelain Manufacture .....	.....	3.20
Moulders	\$200.00	.....
Kiln Firing .....	.....	4.75
Molds .....	.....	4.75
Female Help—		
Office Help	95.00	.....
Clerks	75.00	.....
Porcelain Manufacture .....	.....	3.00
Packing .....	.....	1.75

REDUCTION WORKS

	1922 Weekly Wage
Machinists	\$31.50
Foremen Machinist	37.50
Shop Foremen	35.00
Machinist Helpers	24.00
Mill Men	24.50
Roaster Firemen	25.00
Electricians	27.65
Carpenters	31.50
Pattern Makers	35.00
Blacksmiths	37.10
Blacksmith Helpers	24.50
Pipe Fitter Foremen	37.10
Pipe Fitter Helpers	24.50
Car Unloaders	24.50
Amalgamators	28.00
Sample Buckers	32.00
Watchmen	26.00
Tank Sluicers	40.00
Pump Men	24.50
Clerks	25.50

RESTAURANT

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Cooks	\$20.00	\$40.00	\$35.00
Second Cooks	14.00	22.00	27.50
Dishwashers	10.00	15.00	17.50
Bus Boys	12.00	13.50	13.50
Store Room	20.00	25.00	24.00
Walters	12.00	15.00	17.50
Female Help—			
Cooks	18.00	20.00	20.00
Second Cooks	12.00	15.00	15.00
Dishwashers	9.00	12.00	12.00
Waitresses	9.00	12.00	14.00
Counters	10.00	14.00	17.50
Pantrys	8.00	14.00	17.50
Cashiers	8.00	12.00	15.00

SHOE REPAIRERS

	1918 Weekly Wage	1920 Weekly Wage	1922 Weekly Wage
Shoemakers	\$25.00	\$30.00	\$30.00
Machine Stitchers	25.00	27.50	25.00
Machine Finishers	18.00	25.00	22.50
Delivery Boys	7.00	9.00	9.00
Female Help—			
Cashiers	12.00	12.50	12.50

SHEET METAL WORKS

	1922 Per Month	1922 Per Week	1922 Per Hour
Superintendent		\$69.25	
Shipping Clerk		35.00	
Assistant Clerks		21.00	
Truck Drivers		21.00	
Laborers			\$0.36
Purchasing Agent		37.50	
Galvanizers .....			.47
Foremen .....			.60
Machinist Foremen .....			.93
Machinists .....			.81
Welders .....			.63
Sheet Metal Workers .....			.40
Can Makers .....			.33
Painters .....			.66
Millwright .....			.67
Firemen and Engineers		36.00	
Porter		20.25	
Treasurer	\$300.00		
Auditor	250.00		
Bookkeepers	175.00		
Office Boy		12.00	
Clerks		34.40	
Chief Engineer		50.00	
Draftsmen		31.40	

STREET RAILWAYS

	Per Month	1922 Per Day	Per Hour
Garage Foreman	\$165.00	.....	.....
Auto Repairmen and Truck Drivers.....	145.00	.....	\$0.40-.52½
Auto Mechanician	145.00	.....	.....
Linemen Foremen .....	.....	\$6.55	.....
Linemen .....	.....	6.25	.....
Linemen Helpers .....	.....	.....	.52½
Grinders (track) .....	.....	.....	.60
Grinder Helper .....	.....	.....	.40
Welders (track) .....	.....	.....	.60
Welder (Helper) .....	.....	.....	.40
Carpenters (general) .....	.....	.....	.60
Bridge Foremen	175.00	.....	.....
Pipe Fitter .....	.....	.....	.60
General Track Foremen	180.00	.....	.....
Laborers .....	.....	.....	.35
Trackmen .....	.....	.....	.40-.52
Track Greasers .....	.....	.....	.35
Section Laborers .....	.....	.....	.35
Boiler Room Foreman	170.00	.....	.....
Assistant Boiler Room Foreman	135.00	.....	.....
Water Tender	130.00	.....	.....
Fireman first class	120.00	.....	.....
Fireman second class	106.00	.....	.....
Watch Engineer	140.00	.....	.....
Engine Runner	130.00	.....	.....
Sub-Station Electric Foremen	200.00	.....	.....
Electricians	150.00	.....	.....
Sub-Station Operators	120.00	.....	.....
Machine Shop Foreman	175.00	.....	.....
Machinists .....	.....	.....	.66
Machinist Helpers .....	.....	.....	.51-.61
Welder (machine shop) .....	.....	.....	.62½
Wheel Grinders .....	.....	.....	.52
Watchman	95.00	.....	.....
Night Foremen	160.00	.....	.....
Blacksmiths .....	.....	.....	.66
Blacksmith Helpers .....	.....	.....	.62
Air Repairmen .....	.....	.....	.65
Air Brake Repairmen .....	.....	.....	.70
Motor and Truck Repairmen .....	.....	.....	.47-.55
Coach Carpenters .....	.....	.....	.66
Glaziers .....	.....	.....	.66
Upholsterers .....	.....	.....	.60½
Coach Carpenter Helpers .....	.....	.....	.50-.55
Millmen .....	.....	.....	.66
Armature Winders .....	.....	.....	.69
Car Wiremen .....	.....	.....	.53
Armature Apprentices .....	.....	.....	.20-.25
Fare Box Repairmen .....	.....	.....	.60
Painters and Car Trimmers .....	.....	.....	.55-.62½
Car Cleaners .....	.....	.....	.35
Storekeeper .....	.....	.....	.45-.52½
Trainmen .....	.....	.....	.45-.47-.50-.52

TELEGRAPH COMPANIES

	1922 High Per Month	Low Per Month
Managers, Chief Clerks, Inspectors	\$315.00	\$ 90.00
Operators—Morse	174.00	75.00
Operators—Automatic	55.00	55.00
Mechanics	215.00	100.00
Clerks, Bookkeepers	205.00	50.00
Linemen	155.00	100.00
Janitors	122.00	60.00
Tailor	120.00	120.00
Messengers	104.00	20.00
Female Help—		
Managers, Supervisors	150.00	70.00
Operators—Morse	149.00	75.00
Operators—Automatic	115.00	55.00
Operators—Telephone	127.00	75.00
Clerks, Bookkeepers	135.00	50.00
Matrons	126.00	75.00
Monitors	125.00	125.00
Stenographers, Billing Clerks	125.00	60.00

TAXIDERMIST

	1918	1920	1922
	Weekly Wage	Weekly Wage	Weekly Wage
Taxidermists	\$28.00	\$28.00	\$32.50
Paper Workers	12.00	12.00	17.50
Apprentices	8.00	8.00	10.00
Female Help—			
Finishers	14.00	14.00	16.00
Stenographers	16.00	16.00	17.50

TENT AND AWNING

	1918	1920	1922
	Weekly Wage	Weekly Wage	Weekly Wage
Erectors	\$28.00	\$37.50	\$35.00
Ropers	25.00	35.00	32.50
Helpers	20.00	25.00	22.50
Female Help—			
Seamstress	9.00	15.00	17.50

VINEGAR AND PICKLE WORKS

	1922	1922
	Per Month	Per Hour
Bookkeepers	\$150.00	\$.....
Clerks	150.00	.....
Foremen	200.00	.....
Factory Workers	135.00	.55
Female Help—		
Stenographers	100.00	.....
Clerks	75.00	.....
Factory Workers	108.00	.25

TRADE UNION WAGES

Below are given trade union scale of wages, 1920-1922, covering the Building Trades, the Metal Trades, the Printing Trades and the Stone Trades. These scales are operative in Denver and the other larger Colorado cities and are effective also to many of the towns in the State. These wages are based on full time. In the Building Trades and the Iron Trades workers seldom are able to put in more than 75 per cent of full time. In the Printing and Publishing Trades men are occupied almost the entire time.

	1920	1922
Building Trades—		
Asbestos Workers	\$44.00	\$38.50
Brick Layers	55.00	55.00
Building Laborers	27.50	22.00
Carpenters	49.50	44.00
Cement Finishers	44.00	44.00
Composition Roofers	38.50	33.00
Elevator Constructors	44.00	44.00
Elevator Constructor Helpers	27.50	27.50
Portable Engineer, Derricks	46.75	46.75
Portable Engineer, Hoists	44.00	44.00
Glaziers	37.20	39.60
Hod Carriers	34.35	34.35
Inside Wire Man	44.00	44.00
Lathers, First Class	49.50	49.50
Lathers, Second Class	44.00	44.00
Marble Setters	46.75	44.00
Painters	49.50	44.00
Painters, Sign	55.00	55.00
Plasterers	55.00	55.00
Plasterer Laborers	35.75	35.75
Plumbers and Gas Fitters	46.75	44.00
Slate and Tile Roofers	44.00	44.00
Steam Fitters	46.75	49.50
Steam Fitter's Helpers	29.70	27.50
Stone Masons	49.50	49.50
Structural Iron Workers	45.38	44.00
Tile Layers	44.00	44.00
Stone Trades—		
Granite Cutters	46.75	44.00
Stone Cutters	49.50	44.00
Metal Trades—		
Blacksmiths	46.50	46.55
Blacksmith Helpers	36.25	36.25
Boiler Makers	30.75	34.50
Boiler Maker Helpers	24.00	23.50
Core Makers	48.00	38.40
Machinists	40.80	34.55
Machinist Helpers	30.35	30.35
Iron Molders	48.00	38.40
Pattern Makers	48.00	48.00
Printing and Publishing—		
Bindery Women	22.50	22.50
Book Binders	45.50	39.00
Compositors	39.00	39.00
Electrotypists	35.00	33.50
Machine Operators	39.00	39.00
Machinist Operators	42.00	42.00
Photo Engravers	45.00	42.50
Press Assistants	36.50	30.00
Pressman, Cylinder	45.50	39.00
Pressman, Platen	37.20	32.00
Pressman, Webb	39.00	33.50
Stereotypers	41.50	35.80
Stereotypers, Nights	44.00	37.80

REPORTS FROM TRADES UNIONS

In accordance with the provisions of the law creating the Bureau of Labor Statistics, a comprehensive form of questionnaire was sent to the various known trades and labor unions in the State. In addition to this method our Deputy State Factory Inspectors also made personal visits to a large number of such unions and secured the information direct from the members at meetings.

Replies were received from 109 unions—55 in Denver and 54 in cities and towns outside of Denver. While this is only about 25% of all the unions in the State, nevertheless reports come from so many trades and from such a widespread and scattered territory, that it is but fair to say that the facts printed in the accompanying table are true also of the non-reporting unions.

It would appear that the trades unions have quite firmly established the day as the lowest unit of employment, and also have completely eradicated the piece-price system of payments in all trades where that is possible. As compared with workers in the same trades, but who are unorganized and who deal with employers as individuals instead of collectively, the benefit of the union becomes apparent at once.

Only six organizations report the numbers of hours a day in excess of eight. This shows that the standard eight-hour day is solidly entrenched among the organized workers.

The appended table gives in detail the status of the organizations at the present time:

SHOWING NUMBER OF UNIONS REPORTING, NUMBER OF MEMBERS, RATE OF WAGES, HOURS PER DAY ESTABLISHED, AND DATA ON OPPORTUNITY FOR EMPLOYMENT—1921-1922

Occupation	No. Unions Reporting	Total No. Members	Rate of Wages Reported	Hrs. per Day	Opportunity for Employment	
					Increase	Decrease
Automobile Painters	1	45	\$ 6.00 day	8	.....	.....
Bakers	2	340	30.00 week	8	.....	Decrease
Barbers	8	590	3.00 day	10	.....	.....
Blacksmiths	1	18	6.15 day	8	.....	Decrease
Boilermakers	2	434	.77 hour	8	.....	Decrease
Bookbinders	1	10	40.60 week	8	.....	.....
Bricklayers	3	502	1.25 hour	8	Increase	.....
Building Laborers	4	603	6.00 day	8	Increase	.....
Carpenters	11	1,835	1.00 hour	8	Increase	.....
Cigarmakers	2	413	30.00 week	8	.....	.....
City Employees	1	52	4.00 day	8	.....	.....
City Firemen	1	36	125.00 month	12	.....	.....
Cooks and Waiters	1	51	3.00 day	10	.....	Decrease
Coopers	1	10	.65 hour	8	.....	Decrease
Electrical Workers	5	303	1.00 hour	8	Increase	.....
Federal Employees' Union	1	300	.....	8	.....	Decrease
Garment Workers	2	302	.40 hour	8	.....	.....
Granite Cutters	2	90	1.00 hour	8	.....	.....
Horseshoers	1	12	6.00 day	8	.....	Decrease
Iron Molders	1	23	5.40 day	8	.....	Decrease
Latheers	3	55	9.00 day	8	Increase	.....
Leather Workers	1	11	.65 hour	8	Increase	.....
Letter Carriers	3	279	.60 hour	8
Lithographers	1	75	35.00 week	8	Increase

UNIVERSITY OF MICHIGAN



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